

Phoenix MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
1	11-1021	General and Operations Managers	1,352	\$46.57	659	3.7	2.2	Bachelor's or higher deg. + work exp.
2	15-1031	Computer Software Engineers, Applications	528	\$34.19	607	6.6	8.3	Bachelor's degree
3	17-2051	Civil Engineers	244	\$34.91	709	5.6	3.9	Bachelor's degree
4	15-1032	Computer Software Engineers, Systems Software	255	\$38.13	647	4.9	6.2	Bachelor's degree
5	11-9021	Construction Managers	446	\$40.94	616	4.9	3.1	Bachelor's degree
6	41-9021	Real Estate Brokers	503	\$54.50	539	8.4	4.6	Work experience in a related occupation
7	41-9022	Real Estate Sales Agents	537	\$35.29	575	5.7	3.1	Postsecondary vocational training
8	15-1071	Network and Computer Systems Administrators	203	\$30.96	697	5.4	5.9	Bachelor's degree
9	15-1081	Network Systems and Data Communications Analysts	228	\$29.06	669	7.1	7.1	Bachelor's degree
10	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	608	\$28.57	658	3.9	2.7	Work experience in a related occupation
11	17-1011	Architects, Except Landscape and Naval	155	\$32.01	663	6.7	6.8	Bachelor's degree
12	11-1011	Chief Executives	270	\$69.19	708	3.0	1.8	Bachelor's or higher deg. + work exp.
13	15-1051	Computer Systems Analysts	256	\$33.77	619	4.2	4.4	Bachelor's degree
14	11-3021	Computer and Information Systems Managers	186	\$45.21	638	3.8	2.4	Bachelor's or higher deg. + work exp.
15	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Pro	1,064	\$26.11	593	5.9	2.3	Moderate-term on-the-job training
16	11-3031	Financial Managers	304	\$43.42	587	3.3	2.8	Bachelor's or higher deg. + work exp.
17	13-1111	Management Analysts	474	\$33.16	657	2.7	2.3	Bachelor's or higher deg. + work exp.
18	41-3031	Securities, Commodities, and Financial Services Sales Agents	263	\$35.46	544	4.8	4.8	Bachelor's degree
19	29-1021	Dentists, General	111	\$62.22	777	3.8	2.6	First professional degree
20	11-2021	Marketing Managers	160	\$39.31	644	3.9	2.3	Bachelor's or higher deg. + work exp.
21	29-1051	Pharmacists	220	\$43.95	554	4.6	2.5	First professional degree
22	29-1111	Registered Nurses	1,161	\$28.31	645	2.9	1.6	Associate degree
23	29-2021	Dental Hygienists	142	\$33.04	585	6.5	9.5	Associate degree
24	23-1011	Lawyers	326	\$52.88	568	2.8	2.4	First professional degree
25	11-2022	Sales Managers	328	\$42.38	577	3.2	1.9	Bachelor's or higher deg. + work exp.
26	13-2011	Accountants and Auditors	1,080	\$25.33	582	4.0	2.3	Bachelor's degree
27	47-2111	Electricians	1,037	\$17.78	695	7.6	4.1	Long-term on-the-job training

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28	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	312	\$22.30	704	4.7	2.6	Long-term on-the-job training
29	47-2152	Plumbers, Pipefitters, and Steamfitters	781	\$18.07	718	7.1	3.2	Long-term on-the-job training
30	19-3021	Market Research Analysts	359	\$27.66	517	9.2	3.5	Bachelor's degree
31	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	502	\$17.68	721	8.3	7.2	Long-term on-the-job training
32	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	317	\$28.95	736	3.0	1.3	Work experience in a related occupation
33	11-9032	Education Administrators, Elementary and Secondary School	142	\$33.77	675	4.0	1.8	Bachelor's or higher deg. + work exp.
34	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping	472	\$17.98	687	8.0	9.5	Work experience in a related occupation
35	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	1,524	\$24.60	574	4.0	1.5	Moderate-term on-the-job training
36	13-2052	Personal Financial Advisors	162	\$39.60	411	5.6	4.9	Bachelor's degree
37	11-9041	Engineering Managers	181	\$53.15	692	2.2	1.2	Bachelor's or higher deg. + work exp.
38	13-1051	Cost Estimators	252	\$26.66	607	4.3	2.1	Work experience in a related occupation
38	15-1061	Database Administrators	131	\$28.18	615	4.8	5.7	Bachelor's degree
40	11-9033	Education Administrators, Postsecondary	110	\$43.07	641	3.9	1.8	Bachelor's or higher deg. + work exp.
41	29-1123	Physical Therapists	89	\$30.64	659	4.0	5.4	Master's degree
42	11-9141	Property, Real Estate, and Community Association Managers	449	\$27.92	550	3.8	2.3	Bachelor's degree
43	17-1012	Landscape Architects	69	\$30.74	635	7.4	7.6	Bachelor's degree
44	33-3051	Police and Sheriff's Patrol Officers	369	\$24.09	730	3.2	1.3	Long-term on-the-job training
45	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	1,053	\$23.05	641	3.0	1.5	Work experience in a related occupation
46	29-1011	Chiropractors	52	\$42.76	686	4.0	2.4	First professional degree
47	15-1041	Computer Support Specialists	475	\$22.04	575	3.8	3.6	Associate degree
48	13-2021	Appraisers and Assessors of Real Estate	202	\$23.88	580	5.1	2.6	Postsecondary vocational training
49	17-2071	Electrical Engineers	177	\$37.06	651	2.2	1.2	Bachelor's degree
50	17-2141	Mechanical Engineers	144	\$34.62	649	3.1	1.1	Bachelor's degree

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51	17-2112	Industrial Engineers	137	\$31.82	638	3.4	1.5	Bachelor's degree
52	11-9051	Food Service Managers	303	\$21.99	664	3.0	2.0	Work experience in a related occupation
53	25-1071	Health Specialties Teachers, Postsecondary	52	\$36.67	647	4.7	2.2	Master's degree
54	29-1063	Internists, General	47	\$83.97	679	3.1	2.6	First professional degree
55	13-2051	Financial Analysts	144	\$28.12	559	4.1	3.1	Bachelor's degree
56	53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,058	\$18.84	614	3.6	2.4	Moderate-term on-the-job training
57	17-1022	Surveyors	136	\$22.30	688	6.4	1.8	Bachelor's degree
58	13-2072	Loan Officers	314	\$35.01	471	2.7	1.9	Bachelor's degree
59	25-2031	Secondary School Teachers, Except Special and Vocational	824	\$18.86	647	3.9	1.5	Bachelor's degree
59	33-1012	First-Line Supervisors/Managers of Police and Detectives	93	\$36.03	763	3.1	1.0	Work experience in a related occupation
61	17-3011	Architectural and Civil Drafters	215	\$21.83	594	5.6	2.1	Postsecondary vocational training
62	13-1073	Training and Development Specialists	208	\$22.58	606	3.4	2.7	Bachelor's degree
63	49-2098	Security and Fire Alarm Systems Installers	146	\$19.80	619	6.8	3.9	Postsecondary vocational training
64	17-2072	Electronics Engineers, Except Computer	122	\$35.87	673	2.2	1.2	Bachelor's degree
65	11-9111	Medical and Health Services Managers	139	\$31.80	707	2.0	1.2	Bachelor's or higher deg. + work exp.
66	27-2012	Producers and Directors	46	\$28.26	627	7.1	5.5	Bachelor's or higher deg. + work exp.
67	29-1062	Family and General Practitioners	43	\$66.62	672	2.9	2.4	First professional degree
68	33-2011	Fire Fighters	193	\$19.39	753	4.3	1.6	Long-term on-the-job training
69	33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	68	\$33.94	761	3.9	1.0	Work experience in a related occupation
70	25-1021	Computer Science Teachers, Postsecondary	85	\$27.45	637	4.6	2.1	Master's degree
71	47-4011	Construction and Building Inspectors	97	\$22.52	654	5.2	2.6	Work experience in a related occupation
72	29-1071	Physician Assistants	80	\$30.92	566	4.3	3.1	Bachelor's degree
73	25-2021	Elementary School Teachers, Except Special Education	1,518	\$16.68	611	4.0	2.0	Bachelor's degree
74	29-1124	Radiation Therapists	43	\$35.67	675	3.9	1.9	Associate degree
75	27-1024	Graphic Designers	218	\$21.16	550	4.1	3.4	Bachelor's degree
76	11-2031	Public Relations Managers	47	\$34.70	581	4.6	3.0	Bachelor's or higher deg. + work exp.
77	17-3022	Civil Engineering Technicians	126	\$21.26	590	6.2	3.2	Associate degree
78	17-2081	Environmental Engineers	35	\$32.67	619	5.5	3.6	Bachelor's degree

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79	23-2011	Paralegals and Legal Assistants	145	\$23.48	530	3.9	6.2	Associate degree
80	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	70	\$25.38	598	5.6	2.8	Postsecondary vocational training
81	29-2032	Diagnostic Medical Sonographers	35	\$30.19	639	5.4	3.3	Associate degree
82	25-1011	Business Teachers, Postsecondary	62	\$31.21	607	4.0	1.9	Master's degree
83	27-1011	Art Directors	45	\$29.31	595	6.3	3.0	Bachelor's or higher deg. + work exp.
84	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine an	123	\$25.25	650	3.2	1.5	Work experience in a related occupation
85	11-2011	Advertising and Promotions Managers	49	\$33.69	582	4.0	2.5	Bachelor's or higher deg. + work exp.
86	11-3011	Administrative Services Managers	154	\$27.38	577	2.8	1.6	Bachelor's or higher deg. + work exp.
87	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,041	\$19.39	571	2.8	1.7	Work experience in a related occupation
88	25-9031	Instructional Coordinators	111	\$19.66	647	4.2	3.1	Master's degree
89	19-2041	Environmental Scientists and Specialists, Including Health	35	\$25.65	711	4.6	3.1	Master's degree
90	41-3011	Advertising Sales Agents	86	\$23.36	540	6.7	3.8	Moderate-term on-the-job training
91	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	243	\$30.64	577	1.5	0.9	Work experience in a related occupation
92	27-1021	Commercial and Industrial Designers	44	\$26.58	603	5.3	4.5	Bachelor's degree
92	47-2141	Painters, Construction and Maintenance	1,042	\$14.05	555	7.1	5.1	Moderate-term on-the-job training
94	47-2211	Sheet Metal Workers	288	\$16.27	578	6.3	2.7	Long-term on-the-job training
95	29-2034	Radiologic Technologists and Technicians	113	\$24.14	624	3.1	1.9	Associate degree
96	31-9091	Dental Assistants	340	\$15.66	598	6.3	2.4	Moderate-term on-the-job training
97	47-2073	Operating Engineers and Other Construction Equipment Operators	498	\$19.56	558	3.7	1.5	Moderate-term on-the-job training
98	29-1126	Respiratory Therapists	126	\$21.87	692	3.7	1.2	Associate degree
99	29-1022	Oral and Maxillofacial Surgeons	10	\$75.86	778	4.2	2.8	First professional degree
100	11-3071	Transportation, Storage, and Distribution Managers	48	\$30.93	602	3.7	2.1	Work experience in a related occupation
101	13-1011	Agents and Business Managers of Artists, Performers, and Athletes	109	\$22.07	448	9.9	9.9	Bachelor's or higher deg. + work exp.
102	11-9151	Social and Community Service Managers	87	\$28.62	616	2.7	1.6	Bachelor's degree
103	29-1065	Pediatricians, General	23	\$86.69	626	3.0	2.5	First professional degree

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104	13-1022	Wholesale and Retail Buyers, Except Farm Products	115	\$28.68	571	3.2	1.2	Work experience in a related occupation
104	47-2044	Tile and Marble Setters	185	\$15.05	604	8.2	6.1	Long-term on-the-job training
106	13-1121	Meeting and Convention Planners	79	\$20.22	642	4.9	2.4	Bachelor's degree
107	21-2011	Clergy	62	\$18.06	679	9.9	4.9	Master's degree
108	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	232	\$23.29	651	1.4	0.7	Work experience in a related occupation
109	29-1131	Veterinarians	47	\$35.50	736	2.3	1.0	First professional degree
110	25-2022	Middle School Teachers, Except Special and Vocational Education	173	\$18.69	633	3.7	1.9	Bachelor's degree
111	49-3023	Automotive Service Technicians and Mechanics	619	\$19.23	686	1.6	0.6	Postsecondary vocational training
112	11-3042	Training and Development Managers	25	\$33.84	620	3.8	2.8	Bachelor's or higher deg. + work exp.
113	27-1025	Interior Designers	90	\$19.30	609	4.9	4.1	Associate degree
114	19-3031	Clinical, Counseling, and School Psychologists	109	\$25.66	572	3.2	1.6	Doctoral degree
115	33-3021	Detectives and Criminal Investigators	92	\$26.00	694	2.6	1.0	Work experience in a related occupation
116	37-2021	Pest Control Workers	221	\$12.53	654	9.9	7.8	Moderate-term on-the-job training
117	19-2043	Hydrologists	21	\$25.86	660	6.2	4.3	Master's degree
118	29-2011	Medical and Clinical Laboratory Technologists	86	\$23.35	685	3.1	1.2	Bachelor's degree
119	17-2061	Computer Hardware Engineers	48	\$38.23	639	1.9	1.3	Bachelor's degree
120	29-1067	Surgeons	18	\$92.46	773	2.4	2.0	First professional degree
121	49-9042	Maintenance and Repair Workers, General	863	\$15.38	627	2.8	1.6	Moderate-term on-the-job training
122	53-7032	Excavating and Loading Machine and Dragline Operators	104	\$18.26	625	5.7	2.2	Moderate-term on-the-job training
123	11-3061	Purchasing Managers	44	\$35.18	677	2.2	1.1	Bachelor's or higher deg. + work exp.
123	29-1023	Orthodontists	6	\$88.60	702	4.3	2.7	First professional degree
125	47-2081	Drywall and Ceiling Tile Installers	751	\$14.83	347	7.5	3.7	Moderate-term on-the-job training
125	53-3021	Bus Drivers, Transit and Intercity	313	\$12.71	596	9.9	5.7	Moderate-term on-the-job training
127	17-2011	Aerospace Engineers	74	\$38.92	686	0.5	0.2	Bachelor's degree
128	25-1042	Biological Science Teachers, Postsecondary	19	\$30.45	642	5.1	2.5	Doctoral degree
129	25-1052	Chemistry Teachers, Postsecondary	17	\$31.20	647	4.9	2.3	Doctoral degree
130	27-3031	Public Relations Specialists	126	\$21.56	539	3.2	2.5	Bachelor's degree

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131	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	106	\$18.46	594	5.2	2.5	Bachelor's degree
132	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	28	\$32.95	633	3.6	1.5	Bachelor's degree
133	11-3041	Compensation and Benefits Managers	40	\$28.68	581	3.3	2.5	Bachelor's or higher deg. + work exp.
133	47-2071	Paving, Surfacing, and Tamping Equipment Operators	68	\$19.57	598	4.8	3.5	Moderate-term on-the-job training
135	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	200	\$23.51	533	2.6	1.1	Work experience in a related occupation
136	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	256	\$17.01	533	4.1	2.0	Short-term on-the-job training
137	25-2012	Kindergarten Teachers, Except Special Education	84	\$18.61	596	4.6	4.6	Bachelor's degree
138	15-1021	Computer Programmers	165	\$30.37	571	0.6	0.3	Bachelor's degree
139	21-1012	Educational, Vocational, and School Counselors	189	\$19.10	560	3.3	1.6	Master's degree
140	51-8031	Water and Liquid Waste Treatment Plant and System Operators	46	\$21.95	647	5.3	1.6	Long-term on-the-job training
141	47-2082	Tapers	516	\$14.71	311	7.4	3.6	Moderate-term on-the-job training
142	47-2161	Plasterers and Stucco Masons	244	\$13.22	627	4.8	3.0	Long-term on-the-job training
143	39-9031	Fitness Trainers and Aerobics Instructors	332	\$13.74	570	5.5	2.5	Postsecondary vocational training
144	31-9092	Medical Assistants	363	\$13.76	557	4.9	2.7	Moderate-term on-the-job training
145	25-3021	Self-Enrichment Education Teachers	125	\$17.37	529	5.2	4.8	Work experience in a related occupation
146	19-2031	Chemists	46	\$26.49	637	3.7	1.1	Bachelor's degree
147	27-3041	Editors	63	\$21.58	550	5.2	2.3	Bachelor's degree
147	49-3011	Aircraft Mechanics and Service Technicians	94	\$23.96	657	2.1	0.9	Postsecondary vocational training
149	29-1127	Speech-Language Pathologists	65	\$23.49	632	3.1	1.3	Master's degree
150	13-2041	Credit Analysts	149	\$19.62	545	3.0	2.2	Bachelor's degree
151	41-9031	Sales Engineers	38	\$30.51	722	2.5	0.9	Bachelor's degree
152	29-1041	Optometrists	21	\$37.06	715	2.9	1.1	First professional degree
153	53-3033	Truck Drivers, Light or Delivery Services	555	\$14.24	538	3.2	3.9	Short-term on-the-job training
154	29-1061	Anesthesiologists	6	\$93.05	753	2.7	2.7	First professional degree
155	11-9121	Natural Sciences Managers	16	\$39.36	628	3.2	1.9	Bachelor's or higher deg. + work exp.
156	17-3025	Environmental Engineering Technicians	41	\$18.83	642	6.6	3.5	Associate degree

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157	21-1022	Medical and Public Health Social Workers	60	\$22.72	570	3.4	2.3	Bachelor's degree
158	25-1194	Vocational Education Teachers, Postsecondary	90	\$22.64	636	2.5	1.2	Bachelor's or higher deg. + work exp.
159	17-3027	Mechanical Engineering Technicians	48	\$21.13	683	3.3	1.7	Associate degree
160	17-3023	Electrical and Electronic Engineering Technicians	141	\$23.89	617	1.2	0.6	Associate degree
161	43-4051	Customer Service Representatives	2,224	\$14.72	531	2.8	1.9	Moderate-term on-the-job training
162	25-1123	English Language and Literature Teachers, Postsecondary	58	\$20.12	577	4.8	2.2	Master's degree
163	19-3051	Urban and Regional Planners	41	\$28.07	618	3.6	1.1	Master's degree
163	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	746	\$15.05	538	3.7	1.4	Work experience in a related occupation
165	49-9051	Electrical Power-Line Installers and Repairers	43	\$29.55	668	2.5	0.8	Long-term on-the-job training
166	39-9032	Recreation Workers	437	\$10.60	633	5.6	2.5	Short-term on-the-job training
167	29-1081	Podiatrists	13	\$50.28	707	2.9	1.2	First professional degree
168	43-6011	Executive Secretaries and Administrative Assistants	1,167	\$16.95	475	2.5	1.4	Moderate-term on-the-job training
169	19-1042	Medical Scientists, Except Epidemiologists	9	\$29.64	697	3.8	2.6	Doctoral degree
170	43-3011	Bill and Account Collectors	450	\$14.42	512	3.9	2.2	Short-term on-the-job training
171	17-3031	Surveying and Mapping Technicians	81	\$18.50	615	5.3	1.3	Moderate-term on-the-job training
172	21-2021	Directors, Religious Activities and Education	94	\$16.82	478	9.9	9.9	Bachelor's degree
173	47-2031	Carpenters	656	\$16.90	662	0.1	0.1	Long-term on-the-job training
174	19-2042	Geoscientists, Except Hydrologists and Geographers	10	\$27.92	636	4.9	3.0	Master's degree
175	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	210	\$14.51	549	4.8	2.2	Work experience in a related occupation
176	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	197	\$17.90	592	2.8	1.1	Postsecondary vocational training
177	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Tr	128	\$22.54	604	1.6	0.8	Long-term on-the-job training
178	13-1081	Logisticians	37	\$33.77	635	1.4	1.0	Bachelor's degree
179	37-3011	Landscaping and Groundskeeping Workers	2,869	\$9.89	516	7.4	3.4	Short-term on-the-job training
180	47-2041	Carpet Installers	147	\$12.25	585	9.9	7.4	Moderate-term on-the-job training
181	29-2031	Cardiovascular Technologists and Technicians	35	\$20.50	657	3.6	2.1	Associate degree
182	25-4021	Librarians	61	\$20.85	647	2.7	1.3	Master's degree
183	29-2052	Pharmacy Technicians	262	\$13.59	492	4.8	4.1	Moderate-term on-the-job training
184	49-9041	Industrial Machinery Mechanics	57	\$23.09	692	1.7	0.9	Long-term on-the-job training

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185	43-5061	Production, Planning, and Expediting Clerks	218	\$19.39	537	2.5	1.1	Short-term on-the-job training
186	33-3012	Correctional Officers and Jailers	232	\$16.01	678	1.9	1.0	Moderate-term on-the-job training
187	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	99	\$14.23	566	9.9	8.0	Moderate-term on-the-job training
188	19-4092	Forensic Science Technicians	22	\$23.77	618	4.3	1.9	Associate degree
189	21-1091	Health Educators	33	\$22.56	619	3.3	2.1	Master's degree
189	49-9052	Telecommunications Line Installers and Repairers	78	\$18.11	640	3.7	1.4	Long-term on-the-job training
191	29-1064	Obstetricians and Gynecologists	7	\$66.19	736	2.1	1.8	First professional degree
192	15-2031	Operations Research Analysts	51	\$27.45	605	2.1	1.0	Master's degree
193	29-1031	Dietitians and Nutritionists	53	\$19.83	602	3.8	1.5	Bachelor's degree
194	25-2032	Vocational Education Teachers, Secondary School	26	\$21.72	717	3.8	1.4	Bachelor's or higher deg. + work exp.
195	43-4151	Order Clerks	396	\$13.14	516	4.8	2.1	Short-term on-the-job training
195	43-6012	Legal Secretaries	152	\$19.68	484	2.8	1.6	Postsecondary vocational training
197	27-3043	Writers and Authors	111	\$18.30	541	3.3	2.1	Bachelor's degree
198	11-9031	Education Administrators, Preschool and Child Care Center/Program	40	\$19.35	655	3.8	1.7	Bachelor's or higher deg. + work exp.
199	17-2031	Biomedical Engineers	5	\$30.52	748	3.3	2.3	Bachelor's degree
200	35-1011	Chefs and Head Cooks	121	\$18.96	617	2.9	0.8	Work experience in a related occupation
201	29-1122	Occupational Therapists	40	\$21.66	626	2.6	2.2	Master's degree
202	13-1072	Compensation, Benefits, and Job Analysis Specialists	65	\$23.62	534	2.3	1.8	Bachelor's degree
203	11-3051	Industrial Production Managers	29	\$41.51	670	0.2	0.1	Work experience in a related occupation
204	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	83	\$20.75	635	2.1	1.1	Postsecondary vocational training
205	39-1011	Gaming Supervisors	74	\$19.05	561	3.8	1.9	Work experience in a related occupation
206	25-2042	Special Education Teachers, Middle School	34	\$19.11	610	5.0	2.4	Bachelor's degree
207	17-3013	Mechanical Drafters	77	\$19.22	630	3.1	1.1	Postsecondary vocational training
208	13-2071	Loan Counselors	40	\$20.99	547	3.8	2.6	Bachelor's degree
209	41-3021	Insurance Sales Agents	156	\$24.79	577	-2.0	0.0	Bachelor's degree
210	27-2022	Coaches and Scouts	69	\$15.33	663	3.7	2.1	Long-term on-the-job training
211	49-9044	Millwrights	33	\$19.84	614	4.2	1.8	Long-term on-the-job training
211	53-2021	Air Traffic Controllers	18	\$42.70	654	1.8	0.8	Long-term on-the-job training

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
213	25-2043	Special Education Teachers, Secondary School	32	\$19.71	612	4.3	2.0	Bachelor's degree
214	47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	181	\$11.63	592	8.4	2.0	Short-term on-the-job training
215	29-2061	Licensed Practical and Licensed Vocational Nurses	142	\$19.73	734	-0.8	0.0	Postsecondary vocational training
216	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,393	\$8.97	471	6.5	3.4	Short-term on-the-job training
217	41-3041	Travel Agents	128	\$15.46	514	4.7	2.2	Postsecondary vocational training
218	41-2031	Retail Salespersons	5,213	\$12.38	477	4.6	1.1	Short-term on-the-job training
219	29-2041	Emergency Medical Technicians and Paramedics	84	\$11.82	736	4.4	4.4	Postsecondary vocational training
220	13-2031	Budget Analysts	37	\$27.72	571	2.1	1.4	Bachelor's degree
221	17-3012	Electrical and Electronics Drafters	36	\$25.31	544	3.6	1.3	Postsecondary vocational training
222	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,020	\$15.31	468	2.2	1.3	Moderate-term on-the-job training
223	29-1066	Psychiatrists	3	\$79.75	658	2.3	2.0	First professional degree
224	29-2012	Medical and Clinical Laboratory Technicians	72	\$17.30	627	3.4	1.3	Associate degree
225	25-4012	Curators	10	\$22.49	686	4.5	2.2	Master's degree
226	19-2032	Materials Scientists	10	\$29.42	682	3.5	1.1	Bachelor's degree
227	17-2131	Materials Engineers	26	\$31.02	605	2.2	0.9	Bachelor's degree
228	47-3013	Helpers--Electricians	274	\$10.17	589	7.5	1.8	Short-term on-the-job training
229	21-1093	Social and Human Service Assistants	109	\$15.12	581	3.4	2.2	Moderate-term on-the-job training
230	49-2011	Computer, Automated Teller, and Office Machine Repairers	52	\$19.75	648	1.5	1.4	Postsecondary vocational training
231	39-3012	Gaming and Sports Book Writers and Runners	745	\$8.09	460	9.9	4.5	Short-term on-the-job training
232	53-7051	Industrial Truck and Tractor Operators	201	\$12.90	638	2.7	1.5	Short-term on-the-job training
233	33-1011	First-Line Supervisors/Managers of Correctional Officers	37	\$22.56	682	2.1	0.8	Work experience in a related occupation
234	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	12	\$36.39	524	2.7	2.3	Bachelor's or higher deg. + work exp.
235	53-2012	Commercial Pilots	22	\$24.15	729	2.4	1.0	Postsecondary vocational training
236	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	22	\$28.13	642	2.2	0.9	Moderate-term on-the-job training
237	53-3031	Driver/Sales Workers	319	\$10.42	539	4.1	2.7	Short-term on-the-job training
238	13-1071	Employment, Recruitment, and Placement Specialists	98	\$19.56	543	1.9	1.5	Bachelor's degree

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238	43-3051	Payroll and Timekeeping Clerks	253	\$15.56	463	3.1	1.2	Moderate-term on-the-job training
240	25-2011	Preschool Teachers, Except Special Education	221	\$10.55	530	4.8	4.8	Postsecondary vocational training
241	29-2033	Nuclear Medicine Technologists	7	\$30.15	701	2.4	1.6	Associate degree
242	29-2055	Surgical Technologists	26	\$18.50	647	3.1	2.7	Postsecondary vocational training
243	43-5032	Dispatchers, Except Police, Fire, and Ambulance	141	\$16.01	522	3.1	1.5	Moderate-term on-the-job training
244	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	86	\$19.73	610	1.6	0.7	Work experience in a related occupation
245	13-2082	Tax Preparers	37	\$27.60	496	2.2	1.5	Moderate-term on-the-job training
246	27-2032	Choreographers	26	\$19.57	629	6.5	0.9	Work experience in a related occupation
247	29-2071	Medical Records and Health Information Technicians	125	\$14.29	516	3.5	2.8	Associate degree
248	31-2021	Physical Therapist Assistants	43	\$14.50	608	5.3	3.3	Associate degree
249	47-2061	Construction Laborers	626	\$13.76	566	1.3	1.0	Moderate-term on-the-job training
250	25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	3	\$27.15	673	3.8	2.0	Doctoral degree
251	31-1011	Home Health Aides	482	\$9.91	521	3.7	3.1	Short-term on-the-job training
252	43-4131	Loan Interviewers and Clerks	228	\$15.16	506	2.0	1.6	Short-term on-the-job training
253	11-9071	Gaming Managers	9	\$34.35	634	2.1	1.3	Work experience in a related occupation
254	29-2056	Veterinary Technologists and Technicians	79	\$13.51	582	3.9	3.4	Associate degree
255	51-4041	Machinists	123	\$17.73	606	1.4	0.6	Long-term on-the-job training
256	19-4091	Environmental Science and Protection Technicians, Including Health	10	\$20.68	682	4.1	1.9	Associate degree
257	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	386	\$12.33	524	3.4	1.3	Short-term on-the-job training
258	43-4011	Brokerage Clerks	43	\$16.26	492	5.8	4.7	Moderate-term on-the-job training
259	25-9041	Teacher Assistants	713	\$9.69	494	3.9	2.2	Short-term on-the-job training
260	11-9011	Farm, Ranch, and Other Agricultural Managers	23	\$32.92	653	0.0	0.0	Bachelor's or higher deg. + work exp.
260	21-1021	Child, Family, and School Social Workers	96	\$16.30	517	3.0	2.0	Bachelor's degree
262	19-1023	Zoologists and Wildlife Biologists	7	\$30.21	653	3.2	1.0	Bachelor's degree
263	25-1122	Communications Teachers, Postsecondary	14	\$23.04	603	3.5	1.7	Doctoral degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
264	39-1021	First-Line Supervisors/Managers of Personal Service Workers	183	\$17.21	505	2.1	0.9	Work experience in a related occupation
265	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	14	\$22.73	621	3.3	1.5	Long-term on-the-job training
266	29-2091	Orthotists and Prosthetists	7	\$28.71	720	2.0	1.3	Bachelor's degree
267	33-9032	Security Guards	811	\$10.72	592	2.6	1.1	Short-term on-the-job training
268	39-5012	Hairdressers, Hairstylists, and Cosmetologists	571	\$12.39	520	2.5	1.4	Postsecondary vocational training
269	47-2142	Paperhangers	21	\$19.96	317	6.3	5.8	Moderate-term on-the-job training
270	35-2011	Cooks, Fast Food	1,176	\$8.11	515	5.0	1.3	Short-term on-the-job training
271	43-6014	Secretaries, Except Legal, Medical, and Executive	697	\$13.14	483	2.2	1.2	Moderate-term on-the-job training
272	13-1021	Purchasing Agents and Buyers, Farm Products	20	\$24.54	525	4.1	1.2	Work experience in a related occupation
272	29-9011	Occupational Health and Safety Specialists	12	\$28.99	701	1.4	0.7	Bachelor's degree
274	49-3092	Recreational Vehicle Service Technicians	11	\$19.11	617	9.6	2.0	Long-term on-the-job training
275	25-1124	Foreign Language and Literature Teachers, Postsecondary	10	\$27.51	555	3.5	1.7	Master's degree
276	29-9091	Athletic Trainers	13	\$16.86	678	4.8	2.6	Bachelor's degree
277	25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	3	\$27.07	594	4.4	2.0	Doctoral degree
277	51-5021	Job Printers	22	\$17.85	606	4.3	1.9	Long-term on-the-job training
279	43-5031	Police, Fire, and Ambulance Dispatchers	41	\$17.66	608	3.0	1.5	Moderate-term on-the-job training
280	53-3022	Bus Drivers, School	219	\$11.10	550	3.6	1.7	Short-term on-the-job training
281	47-2151	Pipelayers	97	\$15.35	557	3.0	1.4	Moderate-term on-the-job training
282	21-1013	Marriage and Family Therapists	11	\$25.88	606	2.9	1.3	Master's degree
283	25-1022	Mathematical Science Teachers, Postsecondary	28	\$20.73	561	3.0	1.4	Master's degree
284	43-4171	Receptionists and Information Clerks	920	\$11.78	476	2.8	1.1	Short-term on-the-job training
285	17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	4	\$29.20	708	2.7	1.0	Bachelor's degree
286	41-2022	Parts Salespersons	140	\$16.26	575	1.7	0.5	Moderate-term on-the-job training
287	27-3042	Technical Writers	34	\$27.50	516	1.9	0.7	Bachelor's degree
288	43-6013	Medical Secretaries	170	\$14.35	499	2.5	1.4	Postsecondary vocational training
289	21-1011	Substance Abuse and Behavioral Disorder Counselors	22	\$22.42	570	2.7	1.3	Master's degree
290	25-1081	Education Teachers, Postsecondary	11	\$21.19	613	3.4	1.6	Doctoral degree

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290	33-9021	Private Detectives and Investigators	21	\$22.89	570	2.6	1.3	Work experience in a related occupation
292	25-1121	Art, Drama, and Music Teachers, Postsecondary	13	\$20.24	608	3.5	1.6	Master's degree
293	43-3021	Billing and Posting Clerks and Machine Operators	255	\$14.68	443	1.8	1.1	Moderate-term on-the-job training
294	35-2021	Food Preparation Workers	1,191	\$10.14	517	3.3	0.7	Short-term on-the-job training
295	47-4031	Fence Erectors	100	\$11.50	356	8.0	5.9	Moderate-term on-the-job training
296	47-3012	Helpers--Carpenters	258	\$11.24	569	3.2	0.8	Short-term on-the-job training
297	21-1014	Mental Health Counselors	57	\$18.61	545	2.2	1.1	Master's degree
298	43-9061	Office Clerks, General	1,603	\$12.80	456	1.3	0.6	Short-term on-the-job training
299	49-3021	Automotive Body and Related Repairers	67	\$19.70	620	0.0	0.0	Long-term on-the-job training
300	39-3091	Amusement and Recreation Attendants	342	\$8.98	457	5.5	1.5	Short-term on-the-job training
301	27-1027	Set and Exhibit Designers	9	\$15.02	654	7.9	8.0	Bachelor's degree
302	53-6051	Transportation Inspectors	12	\$34.28	583	1.1	0.5	Work experience in a related occupation
303	27-2041	Music Directors and Composers	13	\$18.66	421	9.9	9.9	Bachelor's or higher deg. + work exp.
304	11-9061	Funeral Directors	19	\$25.63	661	0.3	0.1	Associate degree
305	25-4013	Museum Technicians and Conservators	12	\$16.01	613	6.3	3.0	Master's degree
306	27-1026	Merchandise Displayers and Window Trimmers	87	\$11.69	532	3.8	3.2	Moderate-term on-the-job training
306	49-3052	Motorcycle Mechanics	26	\$13.28	603	6.8	2.9	Long-term on-the-job training
308	47-2051	Cement Masons and Concrete Finishers	165	\$16.82	560	-0.7	0.0	Moderate-term on-the-job training
309	31-9011	Massage Therapists	102	\$17.53	482	2.0	0.9	Postsecondary vocational training
310	25-1072	Nursing Instructors and Teachers, Postsecondary	17	\$18.75	691	2.7	1.3	Doctoral degree
311	49-9094	Locksmiths and Safe Repairers	24	\$17.46	638	3.3	1.0	Moderate-term on-the-job training
312	49-9098	Helpers--Installation, Maintenance, and Repair Workers	153	\$12.13	659	1.8	0.5	Short-term on-the-job training
313	21-1023	Mental Health and Substance Abuse Social Workers	36	\$19.04	538	2.3	1.5	Master's degree
314	17-3024	Electro-Mechanical Technicians	16	\$19.63	651	2.5	1.3	Associate degree
315	43-5052	Postal Service Mail Carriers	113	\$20.95	454	-0.1	0.0	Short-term on-the-job training
316	17-3026	Industrial Engineering Technicians	29	\$19.80	649	1.0	0.5	Associate degree
317	19-3022	Survey Researchers	31	\$17.39	610	2.9	1.1	Bachelor's degree
318	33-9011	Animal Control Workers	55	\$14.85	583	4.2	0.4	Moderate-term on-the-job training
319	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	4	\$22.91	587	3.7	1.7	Doctoral degree

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320	49-9062	Medical Equipment Repairers	15	\$17.27	712	3.3	1.2	Associate degree
320	51-3011	Bakers	165	\$11.10	575	2.9	1.2	Long-term on-the-job training
322	13-1031	Claims Adjusters, Examiners, and Investigators	49	\$23.31	538	-0.1	0.0	Long-term on-the-job training
323	43-4031	Court, Municipal, and License Clerks	71	\$15.98	457	3.0	1.4	Short-term on-the-job training
324	27-4032	Film and Video Editors	5	\$19.89	599	4.2	2.0	Bachelor's degree
325	31-2022	Physical Therapist Aides	53	\$11.07	571	4.7	2.9	Short-term on-the-job training
326	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	808	\$7.93	416	4.0	1.1	Short-term on-the-job training
327	41-2011	Cashiers	4,143	\$9.71	514	2.5	0.4	Short-term on-the-job training
328	49-9031	Home Appliance Repairers	42	\$18.79	412	3.1	1.3	Long-term on-the-job training
329	11-9081	Lodging Managers	20	\$25.40	585	0.6	0.4	Work experience in a related occupation
330	27-1014	Multi-Media Artists and Animators	25	\$22.77	566	1.2	0.6	Bachelor's degree
331	25-1126	Philosophy and Religion Teachers, Postsecondary	5	\$20.53	571	4.3	2.0	Doctoral degree
332	51-4121	Welders, Cutters, Solderers, and Brazers	165	\$14.66	521	1.2	0.4	Long-term on-the-job training
333	31-1012	Nursing Aides, Orderlies, and Attendants	262	\$10.90	615	0.7	0.6	Postsecondary vocational training
334	35-3022	Counter Attendants, Cafeteria, Food Concession, and	1,120	\$7.59	436	4.4	0.4	Short-term on-the-job training
335	29-1121	Audiologists	3	\$25.17	669	2.4	1.0	First professional degree
336	19-3091	Anthropologists and Archeologists	2	\$26.38	681	1.8	1.0	Master's degree
337	39-9011	Child Care Workers	603	\$7.59	555	2.7	0.9	Short-term on-the-job training
338	19-4031	Chemical Technicians	21	\$19.31	595	2.4	1.1	Associate degree
339	41-2021	Counter and Rental Clerks	575	\$10.77	420	2.8	0.6	Short-term on-the-job training
340	51-5023	Printing Machine Operators	67	\$14.88	492	2.9	1.3	Moderate-term on-the-job training
341	39-9021	Personal and Home Care Aides	350	\$10.06	502	2.0	1.3	Short-term on-the-job training
342	43-9021	Data Entry Keyers	209	\$13.52	512	1.2	0.5	Moderate-term on-the-job training
343	25-1065	Political Science Teachers, Postsecondary	7	\$22.12	580	3.1	1.3	Doctoral degree
344	35-2014	Cooks, Restaurant	619	\$10.31	530	1.7	0.4	Long-term on-the-job training
345	25-9011	Audio-Visual Collections Specialists	4	\$16.89	593	5.4	3.0	Moderate-term on-the-job training
346	49-9043	Maintenance Workers, Machinery	31	\$16.30	626	2.2	0.9	Short-term on-the-job training
347	27-4011	Audio and Video Equipment Technicians	81	\$13.78	654	0.9	0.4	Long-term on-the-job training
348	25-1066	Psychology Teachers, Postsecondary	5	\$20.99	590	3.2	1.5	Doctoral degree
349	19-1031	Conservation Scientists	2	\$28.42	705	0.8	0.3	Bachelor's degree

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350	43-3071	Tellers	134	\$11.54	471	4.6	0.8	Short-term on-the-job training
351	45-4021	Fallers	7	\$16.75	478	9.9	9.9	Moderate-term on-the-job training
352	15-2041	Statisticians	6	\$31.87	603	0.2	0.1	Master's degree
353	51-2092	Team Assemblers	421	\$11.17	531	0.8	0.3	Moderate-term on-the-job training
354	51-2041	Structural Metal Fabricators and Fitters	69	\$13.85	538	2.7	1.2	Moderate-term on-the-job training
355	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,799	\$8.07	458	2.5	0.5	Short-term on-the-job training
356	39-3011	Gaming Dealers	157	\$9.09	474	4.9	1.2	Postsecondary vocational training
357	43-4111	Interviewers, Except Eligibility and Loan	150	\$12.11	481	2.6	1.0	Short-term on-the-job training
358	39-5094	Skin Care Specialists	52	\$14.18	521	2.7	1.5	Postsecondary vocational training
359	27-4012	Broadcast Technicians	5	\$17.50	633	4.1	1.5	Associate degree
360	17-3021	Aerospace Engineering and Operations Technicians	2	\$26.47	719	0.7	0.3	Associate degree
361	19-1013	Soil and Plant Scientists	1	\$35.59	635	0.0	0.0	Bachelor's degree
361	25-1067	Sociology Teachers, Postsecondary	3	\$21.14	578	3.4	1.5	Doctoral degree
363	39-3031	Ushers, Lobby Attendants, and Ticket Takers	174	\$6.94	427	8.9	1.0	Short-term on-the-job training
364	17-1021	Cartographers and Photogrammetrists	12	\$24.75	562	1.5	0.4	Bachelor's degree
365	53-7021	Crane and Tower Operators	12	\$19.50	649	1.7	0.8	Long-term on-the-job training
366	27-3091	Interpreters and Translators	21	\$16.47	527	2.6	2.2	Long-term on-the-job training
367	29-2081	Opticians, Dispensing	28	\$14.80	534	3.1	1.9	Long-term on-the-job training
368	25-1125	History Teachers, Postsecondary	5	\$22.22	575	2.8	1.3	Doctoral degree
369	47-2132	Insulation Workers, Mechanical	21	\$14.73	304	7.2	2.5	Moderate-term on-the-job training
370	21-1015	Rehabilitation Counselors	36	\$14.05	579	2.8	1.3	Master's degree
371	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,445	\$10.98	468	-0.5	0.0	Short-term on-the-job training
372	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	133	\$14.45	522	0.1	0.0	Moderate-term on-the-job training
373	51-3021	Butchers and Meat Cutters	63	\$16.07	502	1.6	0.7	Long-term on-the-job training
374	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	56	\$19.88	427	-0.1	0.0	Short-term on-the-job training
375	49-2092	Electric Motor, Power Tool, and Related Repairers	24	\$11.55	640	4.0	1.8	Postsecondary vocational training
376	35-2012	Cooks, Institution and Cafeteria	184	\$10.97	522	2.2	0.5	Moderate-term on-the-job training
377	39-1012	Slot Key Persons	51	\$11.92	545	3.2	1.6	Postsecondary vocational training
378	23-1022	Arbitrators, Mediators, and Conciliators	3	\$26.33	451	2.2	2.0	Bachelor's or higher deg. + work exp.
379	43-9031	Desktop Publishers	9	\$16.18	499	5.3	2.6	Postsecondary vocational training

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
380	47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	91	\$9.97	304	6.6	1.6	Short-term on-the-job training
380	53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	17	\$12.16	617	3.7	3.7	Moderate-term on-the-job training
382	37-2012	Maids and Housekeeping Cleaners	594	\$8.59	420	1.9	0.9	Short-term on-the-job training
383	19-3041	Sociologists	4	\$29.29	566	1.2	0.3	Master's degree
384	47-4091	Segmental Pavers	9	\$11.86	624	6.8	4.7	Moderate-term on-the-job training
385	49-2097	Electronic Home Entertainment Equipment Installers and Repairers	68	\$12.39	562	2.2	1.2	Postsecondary vocational training
386	51-9081	Dental Laboratory Technicians	15	\$19.59	565	1.9	0.9	Long-term on-the-job training
387	27-4021	Photographers	41	\$15.87	658	-0.9	0.0	Long-term on-the-job training
388	47-2131	Insulation Workers, Floor, Ceiling, and Wall	47	\$10.81	304	7.1	2.4	Moderate-term on-the-job training
389	35-3031	Waiters and Waitresses	2,180	\$8.39	474	0.6	0.1	Short-term on-the-job training
390	33-9031	Gaming Surveillance Officers and Gaming Investigators	25	\$13.88	582	3.1	1.3	Moderate-term on-the-job training
391	43-5041	Meter Readers, Utilities	32	\$20.32	550	-2.5	0.0	Short-term on-the-job training
392	43-5071	Shipping, Receiving, and Traffic Clerks	401	\$10.58	551	-2.7	0.0	Short-term on-the-job training
393	51-8021	Stationary Engineers and Boiler Operators	7	\$21.63	611	1.2	0.8	Long-term on-the-job training
394	47-2021	Brickmasons and Blockmasons	58	\$17.03	550	-3.7	0.0	Long-term on-the-job training
395	51-2022	Electrical and Electronic Equipment Assemblers	105	\$13.48	586	0.0	0.0	Short-term on-the-job training
396	43-5081	Stock Clerks and Order Fillers	1,349	\$10.29	441	-0.9	0.0	Short-term on-the-job training
397	49-3093	Tire Repairers and Changers	120	\$12.17	564	1.2	0.2	Short-term on-the-job training
398	11-9131	Postmasters and Mail Superintendents	1	\$33.74	587	0.0	0.0	Work experience in a related occupation
399	43-5021	Couriers and Messengers	111	\$11.22	509	2.5	1.0	Short-term on-the-job training
400	33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	143	\$9.33	530	3.6	0.3	Short-term on-the-job training
401	47-2221	Structural Iron and Steel Workers	29	\$15.66	709	-0.1	0.0	Long-term on-the-job training
402	31-2011	Occupational Therapist Assistants	2	\$21.18	649	1.4	1.0	Associate degree
403	13-2053	Insurance Underwriters	22	\$23.04	503	-0.3	0.0	Bachelor's degree
403	23-2093	Title Examiners, Abstractors, and Searchers	22	\$19.97	509	0.5	0.6	Moderate-term on-the-job training
405	15-2011	Actuaries	4	\$34.63	556	-2.4	0.0	Bachelor's or higher deg. + work exp.
406	51-6011	Laundry and Dry-Cleaning Workers	271	\$8.84	502	1.8	0.6	Moderate-term on-the-job training

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407	39-5092	Manicurists and Pedicurists	116	\$9.20	439	3.1	1.7	Postsecondary vocational training
408	43-4141	New Accounts Clerks	10	\$16.29	487	4.4	1.7	Work experience in a related occupation
409	51-4061	Model Makers, Metal and Plastic	6	\$14.35	582	5.9	2.0	Moderate-term on-the-job training
410	35-9011	Dining Room and Cafeteria Attendants and Bartender	592	\$7.26	435	1.9	0.4	Short-term on-the-job training
411	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	9	\$16.01	495	4.6	2.0	Postsecondary vocational training
412	51-9122	Painters, Transportation Equipment	45	\$16.73	535	0.1	0.0	Long-term on-the-job training
413	35-2015	Cooks, Short Order	160	\$10.88	518	1.5	0.4	Short-term on-the-job training
414	35-3011	Bartenders	296	\$9.44	507	1.1	0.3	Short-term on-the-job training
415	27-4014	Sound Engineering Technicians	19	\$13.73	688	2.4	0.9	Postsecondary vocational training
416	35-9021	Dishwashers	619	\$7.38	464	1.0	0.2	Short-term on-the-job training
417	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	6	\$22.50	435	2.8	1.0	Long-term on-the-job training
418	25-4031	Library Technicians	78	\$12.36	551	1.8	0.4	Postsecondary vocational training
419	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	19	\$11.88	655	2.9	1.4	Moderate-term on-the-job training
420	47-4051	Highway Maintenance Workers	20	\$14.57	623	1.4	1.1	Moderate-term on-the-job training
421	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	146	\$10.92	395	2.0	0.6	Short-term on-the-job training
422	19-4021	Biological Technicians	6	\$17.30	595	2.3	1.4	Associate degree
423	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	15	\$16.08	642	0.9	0.6	Moderate-term on-the-job training
424	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	10	\$12.58	609	3.9	1.9	Moderate-term on-the-job training
425	31-9094	Medical Transcriptionists	36	\$15.61	433	1.8	1.0	Postsecondary vocational training
426	51-7011	Cabinetmakers and Bench Carpenters	49	\$14.37	592	-1.5	0.0	Long-term on-the-job training
427	51-3092	Food Batchmakers	89	\$9.06	525	2.9	1.1	Short-term on-the-job training
428	49-3041	Farm Equipment Mechanics	24	\$13.24	545	2.8	1.4	Postsecondary vocational training
429	51-4111	Tool and Die Makers	8	\$20.74	589	0.3	0.2	Long-term on-the-job training
430	19-4093	Forest and Conservation Technicians	10	\$15.72	647	1.9	0.8	Associate degree
431	51-6031	Sewing Machine Operators	52	\$10.34	440	2.6	2.4	Moderate-term on-the-job training
432	27-4031	Camera Operators, Television, Video, and Motion Picture	4	\$22.31	619	0.0	0.0	Moderate-term on-the-job training

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433	51-9082	Medical Appliance Technicians	4	\$17.45	667	1.7	0.8	Long-term on-the-job training
434	47-2022	Stonemasons	21	\$15.09	615	0.7	0.5	Long-term on-the-job training
435	51-9111	Packaging and Filling Machine Operators and Tenders	58	\$11.70	644	-0.2	0.0	Short-term on-the-job training
436	53-7011	Conveyor Operators and Tenders	21	\$12.02	645	2.8	1.0	Short-term on-the-job training
437	43-4061	Eligibility Interviewers, Government Programs	38	\$16.36	482	0.2	0.1	Moderate-term on-the-job training
438	53-7061	Cleaners of Vehicles and Equipment	324	\$8.58	505	-0.1	0.0	Short-term on-the-job training
439	53-7081	Refuse and Recyclable Material Collectors	32	\$16.13	519	0.4	0.1	Short-term on-the-job training
440	39-2021	Nonfarm Animal Caretakers	121	\$8.94	516	2.0	0.9	Short-term on-the-job training
441	47-2181	Roofers	111	\$14.17	351	-7.0	0.0	Moderate-term on-the-job training
442	51-3022	Meat, Poultry, and Fish Cutters and Trimmers	51	\$11.30	486	2.6	1.1	Short-term on-the-job training
443	33-3011	Bailiffs	14	\$15.17	480	2.8	1.5	Moderate-term on-the-job training
443	53-3041	Taxi Drivers and Chauffeurs	56	\$9.65	522	1.6	2.0	Short-term on-the-job training
445	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	13	\$13.91	399	4.1	1.8	Moderate-term on-the-job training
446	31-9093	Medical Equipment Preparers	15	\$12.42	550	3.3	1.9	Short-term on-the-job training
447	43-4121	Library Assistants, Clerical	46	\$12.83	509	2.3	0.5	Short-term on-the-job training
448	33-3041	Parking Enforcement Workers	3	\$12.74	525	6.4	5.0	Short-term on-the-job training
449	19-4011	Agricultural and Food Science Technicians	1	\$24.76	597	-2.1	0.0	Associate degree
450	43-5011	Cargo and Freight Agents	32	\$15.93	472	1.0	0.5	Moderate-term on-the-job training
451	43-9081	Proofreaders and Copy Markers	50	\$8.47	458	3.7	1.6	Short-term on-the-job training
452	51-6052	Tailors, Dressmakers, and Custom Sewers	22	\$13.46	555	2.0	1.2	Long-term on-the-job training
453	51-8091	Chemical Plant and System Operators	2	\$18.00	701	0.9	0.3	Long-term on-the-job training
454	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	37	\$10.57	525	2.7	1.5	Short-term on-the-job training
455	53-7064	Packers and Packagers, Hand	230	\$8.04	439	0.4	0.2	Short-term on-the-job training
456	13-1032	Insurance Appraisers, Auto Damage	3	\$23.63	576	-1.8	0.0	Long-term on-the-job training
457	43-9011	Computer Operators	53	\$14.21	508	-0.5	0.0	Moderate-term on-the-job training
458	43-4041	Credit Authorizers, Checkers, and Clerks	153	\$11.21	485	-7.1	0.0	Short-term on-the-job training
459	31-1013	Psychiatric Aides	18	\$10.35	576	3.0	2.5	Short-term on-the-job training
460	27-3011	Radio and Television Announcers	3	\$18.10	563	2.5	1.0	Long-term on-the-job training
461	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	27	\$13.12	633	0.5	0.2	Moderate-term on-the-job training
462	41-9041	Telemarketers	182	\$10.73	403	-0.8	0.0	Short-term on-the-job training

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463	25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	16	\$18.10	558	-0.3	0.0	Bachelor's degree
464	43-4081	Hotel, Motel, and Resort Desk Clerks	124	\$10.01	520	0.4	0.1	Short-term on-the-job training
465	49-3091	Bicycle Repairers	27	\$9.75	614	3.4	0.7	Moderate-term on-the-job training
466	43-2011	Switchboard Operators, Including Answering Service	103	\$10.94	421	1.2	0.5	Short-term on-the-job training
467	51-9198	Helpers--Production Workers	175	\$10.22	495	-3.7	0.0	Short-term on-the-job training
468	53-6031	Service Station Attendants	91	\$9.70	565	0.5	0.1	Short-term on-the-job training
469	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	13	\$13.23	676	1.3	0.5	Moderate-term on-the-job training
470	43-3061	Procurement Clerks	20	\$16.45	506	0.6	0.3	Short-term on-the-job training
471	49-3022	Automotive Glass Installers and Repairers	8	\$18.97	599	-1.0	0.0	Long-term on-the-job training
472	43-9022	Word Processors and Typists	52	\$13.82	492	-0.7	0.0	Moderate-term on-the-job training
473	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	33	\$13.86	585	-1.3	0.0	Moderate-term on-the-job training
474	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	13	\$15.50	652	-1.9	0.0	Moderate-term on-the-job training
475	51-5022	Prepress Technicians and Workers	26	\$13.30	534	1.5	0.7	Postsecondary vocational training
476	47-4041	Hazardous Materials Removal Workers	17	\$14.00	627	0.3	0.1	Moderate-term on-the-job training
477	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	11	\$17.52	592	-1.8	0.0	Work experience in a related occupation
478	29-2053	Psychiatric Technicians	17	\$14.22	591	0.6	0.5	Moderate-term on-the-job training
479	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	23	\$15.09	510	0.4	0.2	Short-term on-the-job training
480	47-2121	Glaziers	27	\$16.11	504	-2.2	0.0	Long-term on-the-job training
481	29-2054	Respiratory Therapy Technicians	1	\$16.68	730	0.0	0.0	Associate degree
482	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	171	\$7.84	460	-1.4	0.0	Short-term on-the-job training
482	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and	46	\$12.74	545	-3.3	0.0	Moderate-term on-the-job training
484	53-6021	Parking Lot Attendants	102	\$9.47	530	-0.5	0.0	Short-term on-the-job training
485	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	45	\$9.57	503	2.3	1.0	Moderate-term on-the-job training
486	43-4071	File Clerks	118	\$10.35	475	-2.8	0.0	Short-term on-the-job training

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487	35-3041	Food Servers, Nonrestaurant	106	\$8.97	478	0.4	0.1	Short-term on-the-job training
488	27-3022	Reporters and Correspondents	10	\$15.44	529	1.5	0.7	Bachelor's or higher deg. + work exp.
489	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	19	\$14.72	384	1.6	0.7	Moderate-term on-the-job training
490	43-9041	Insurance Claims and Policy Processing Clerks	31	\$14.86	448	-1.6	0.0	Moderate-term on-the-job training
491	29-1125	Recreational Therapists	4	\$17.30	575	0.3	0.1	Bachelor's degree
492	47-2171	Reinforcing Iron and Rebar Workers	19	\$17.53	362	-3.9	0.0	Long-term on-the-job training
493	49-3051	Motorboat Mechanics	9	\$13.11	405	3.4	1.4	Long-term on-the-job training
494	39-6021	Tour Guides and Escorts	12	\$11.54	446	3.8	1.3	Moderate-term on-the-job training
495	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plasti	8	\$17.03	555	-1.2	0.0	Moderate-term on-the-job training
496	27-1023	Floral Designers	22	\$11.38	545	1.1	0.9	Moderate-term on-the-job training
497	41-2012	Gaming Change Persons and Booth Cashiers	34	\$8.80	487	3.4	0.5	Short-term on-the-job training
498	39-6011	Baggage Porters and Bellhops	48	\$10.48	451	1.0	0.3	Short-term on-the-job training
499	47-2043	Floor Sanders and Finishers	5	\$10.05	354	5.1	3.5	Moderate-term on-the-job training
500	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	7	\$13.73	656	0.0	0.0	Moderate-term on-the-job training
501	51-2023	Electromechanical Equipment Assemblers	23	\$13.89	458	-0.1	0.0	Short-term on-the-job training
502	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Ope	11	\$13.97	605	-8.6	0.0	Moderate-term on-the-job training
503	51-4194	Tool Grinders, Filers, and Sharpeners	6	\$16.23	567	-2.2	0.0	Moderate-term on-the-job training
504	29-2051	Dietetic Technicians	16	\$9.44	432	2.6	2.2	Moderate-term on-the-job training
505	51-5011	Bindery Workers	19	\$12.48	509	1.1	0.4	Short-term on-the-job training
506	39-3093	Locker Room, Coatroom, and Dressing Room Attendants	26	\$9.14	397	3.1	0.9	Short-term on-the-job training
507	47-5041	Continuous Mining Machine Operators	7	\$15.88	345	1.6	0.6	Moderate-term on-the-job training
508	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	28	\$11.01	578	-3.3	0.0	Moderate-term on-the-job training
509	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	10	\$12.53	525	1.8	0.8	Moderate-term on-the-job training
510	51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	3	\$15.52	617	-11.6	0.0	Moderate-term on-the-job training
511	51-9196	Paper Goods Machine Setters, Operators, and Tenders	12	\$13.89	558	-1.2	0.0	Moderate-term on-the-job training

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512	27-2023	Umpires, Referees, and Other Sports Officials	22	\$13.35	497	-3.1	0.0	Long-term on-the-job training
513	51-4051	Metal-Refining Furnace Operators and Tenders	3	\$15.84	605	-15.4	0.0	Moderate-term on-the-job training
514	43-9071	Office Machine Operators, Except Computer	29	\$13.34	329	-2.8	0.0	Short-term on-the-job training
515	31-9095	Pharmacy Aides	8	\$11.21	525	2.2	1.3	Short-term on-the-job training
516	51-3023	Slaughterers and Meat Packers	15	\$10.57	387	2.7	1.2	Moderate-term on-the-job training
517	51-9123	Painting, Coating, and Decorating Workers	19	\$11.48	498	1.2	0.5	Short-term on-the-job training
518	51-9031	Cutters and Trimmers, Hand	9	\$11.93	357	2.6	1.3	Short-term on-the-job training
519	47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	46	\$11.15	354	-3.1	0.0	Short-term on-the-job training
520	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	7	\$15.79	510	-0.6	0.0	Moderate-term on-the-job training
521	51-3093	Food Cooking Machine Operators and Tenders	16	\$10.89	547	1.1	0.5	Short-term on-the-job training
522	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	7	\$13.15	601	-1.3	0.0	Moderate-term on-the-job training
523	51-9132	Photographic Processing Machine Operators	33	\$10.33	519	-2.4	0.0	Short-term on-the-job training
524	51-6041	Shoe and Leather Workers and Repairers	9	\$11.41	418	2.8	0.9	Long-term on-the-job training
525	51-6093	Upholsterers	18	\$11.81	373	0.9	0.3	Long-term on-the-job training
526	51-4071	Foundry Mold and Coremakers	5	\$14.50	549	-0.9	0.0	Moderate-term on-the-job training
527	39-6012	Concierges	13	\$10.69	532	1.4	0.4	Moderate-term on-the-job training
528	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and T	10	\$13.65	510	-0.5	0.0	Moderate-term on-the-job training
529	51-9131	Photographic Process Workers	14	\$11.67	558	-1.4	0.0	Moderate-term on-the-job training
530	45-2091	Agricultural Equipment Operators	31	\$7.83	567	-2.1	0.0	Moderate-term on-the-job training
531	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal	14	\$13.33	488	-4.4	0.0	Moderate-term on-the-job training
532	45-2093	Farmworkers, Farm and Ranch Animals	19	\$12.64	397	-0.6	0.0	Short-term on-the-job training
533	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	16	\$11.34	556	-6.7	0.0	Moderate-term on-the-job training
534	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	3	\$16.16	361	-0.2	0.0	Moderate-term on-the-job training
535	51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	8	\$12.58	443	1.1	0.5	Moderate-term on-the-job training
536	51-6021	Pressers, Textile, Garment, and Related Materials	36	\$7.75	334	0.4	0.3	Short-term on-the-job training

Phoenix MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
537	39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	6	\$9.44	422	2.4	2.0	Short-term on-the-job training
538	51-9191	Cementing and Gluing Machine Operators and Tenders	5	\$12.22	602	-2.5	0.0	Moderate-term on-the-job training
539	51-4052	Pourers and Casters, Metal	1	\$13.89	551	0.0	0.0	Moderate-term on-the-job training
540	51-9022	Grinding and Polishing Workers, Hand	19	\$11.79	325	-1.2	0.0	Moderate-term on-the-job training
541	47-5021	Earth Drillers, Except Oil and Gas	2	\$13.28	495	1.1	0.5	Moderate-term on-the-job training
542	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8	\$11.57	562	-0.9	0.0	Moderate-term on-the-job training
543	51-9071	Jewelers and Precious Stone and Metal Workers	6	\$14.16	426	-1.8	0.0	Postsecondary vocational training
544	51-7021	Furniture Finishers	10	\$13.05	372	-0.9	0.0	Long-term on-the-job training
545	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	3	\$12.76	568	-2.1	0.0	Moderate-term on-the-job training
546	53-7063	Machine Feeders and Offbearers	22	\$10.30	411	-1.4	0.0	Short-term on-the-job training
547	49-9064	Watch Repairers	12	\$9.36	367	1.9	0.7	Long-term on-the-job training
548	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	3	\$12.70	493	0.0	0.0	Short-term on-the-job training
549	51-2021	Coil Winders, Tapers, and Finishers	8	\$10.79	481	-1.7	0.0	Short-term on-the-job training
550	39-3021	Motion Picture Projectionists	3	\$8.59	550	0.0	0.0	Short-term on-the-job training
551	45-2041	Graders and Sorters, Agricultural Products	9	\$9.89	365	-3.7	0.0	Work experience in a related occupation
552	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	2	\$9.44	342	1.1	0.3	Moderate-term on-the-job training

TERM (Training & Education Resource Model) Occupations Report

Column		Explanation
A	Rank	This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks.
B	SOC Code	Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: http://www.bls.gov/soc/socguide.htm
C	SOC Title	The title of the occupation, as assigned by the Standard Occupational Classification system (SOC).
D	Openings	Average number of projected openings (from growth + turnover) expected per year for the occupation. Projected openings based on 2006-2008 occupation projections.
E	Hourly Wage	Based on the average of the wage of the occupation. Wages based on 2006 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
F	O*NET Score	O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile.
G	Growth Rate	The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from the 2006-2008 Occupational Projections produced by the AzDES Research Administration.
H	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the 2006-2008 occupational projections data.
I	Education / Training Requirements	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that a higher code number indicates a lower amount of education or training time.

Calculation method	
1	Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
2	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).
3	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all SOC's involved in the tie.
4	The following formula determined the score for each SOC: $(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{O*NET percentile} + \text{growth percentile} + \text{turnover percentile}) / 9$
BLS (Bureau of Labor Statistics) Education and Training Codes	
1	First professional degree
2	Doctoral degree
3	Master's degree
4	Bachelor's or higher degree, plus work experience
5	Bachelor's degree
6	Associate degree
7	Post-secondary vocational training
8	Work experience in related occupation
9	Long-term on-the-job training
10	Moderate-term on-the-job training
11	Short-term on-the-job training
Sources	
1	Openings and wage data are produced by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2006 Occupational Employment Statistics (OES) survey, and openings are from the 2006-2008 occupational employment projections.
2	For the O*Net score, the O*Net database version 9.0 was used. (www.onetcenter.org/database.html)
3	The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt
Questions and Comments	
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